

TOBYHANNA

REPORTER

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OCTOBER 12, 2011

News Notes

Wellness classes available

Weekly wellness classes will be conducted every Monday from 11:45 a.m. to 12:15 p.m. in the Civilian Personnel Advisory Center Training Room in the Building 1A Swing Space.

Classes will include information on health, wellness and nutrition and exercises.

For further information, contact Paula Mesaris, safety and occupational health specialist, X57103 or paula.mesaris@us.army.mil.

CFC collection area opens

The Combined Federal Campaign collection area, in Bldg. 1A near the ATM machine, will be open from 2:15-3:30 p.m. Tuesday through Thursday until Nov. 15.

Personnel can also purchase tickets for the basket raffle at the same location.

Dot extensions trigger alert

The Army implemented the Host Based Security System (HBSS) at all installations, including Tobyhanna Army Depot, to protect the network and the computers.

This tool monitors, detects and counters against known cyber-threats to the Department of Defense Enterprise system.

When creating and saving a document, spreadsheet, Power Point presentation or any type of text file, do not save them with a dot dot(.) extension (Ex. tyad.1.doc., tyad.1.xlsx, tyad.1.ppt, etc).

When sending a file with the .. extension, HBSS detects it and sets off an alert that there is a possible virus imbedded in the message or file. Use the underscore () or a space, i.e., tyad_1_.doc, tyad_1_.xlsx, TYAD 1 .ppt.

As always, be cautious and do not open suspicious e-mails. All virus alerts must be investigated.

Employees who receive an alert, or have questions or concerns, may contact the Information Management Directorate Service Desk, X56677, for assistance.

Threat emitter mission earns Shingo visit

by Anthony Ricchiazzi
Editor

Increased efficiency and decreased cost for a threat emitter mission has earned a Shingo Prize evaluation.

Shingo officials will evaluate the depot’s AN/MST-T1 (V) Mini-MUTES (Miniature - Multiple Threat Emitter System) overhaul mission Oct. 25-26. This marks the sixth

visit by the national-level organization. The five-person evaluation team members are from public and private organizations. Tobyhanna is participating in the Shingo Prize for Operational Excellence.

The prize recognizes world-class organizations for creating a culture of continuous improvement through employee-empowerment and effective leadership.

“Through employee-empowerment, the

entire Mini-MUTES Value Stream team, which includes organizations across the depot, was able to implement improvements which resulted in enhanced quality, cost, delivery and financial results. Without the use of Lean manufacturing techniques in the maintenance, repair and overhaul of the Mini-MUTES, these improvements would not have happened,” said Jeff O’Neill, chief of the Mini-MUTES Branch, Range Threat Division, Intelligence, Surveillance and Reconnaissance Directorate.

Tobyhanna earned a Shingo Bronze award for the AN/TPS-75 Air Defense Radar System in 2006, a Gold Medallion for the AN/TPQ-36 Firefinder Radar Antenna Transceiver Group in 2007, a Bronze Medallion for the AN/TYQ-23 Tactical Air Operations Module and the AN/ASM-189 Electronic Shop Van in 2008, and a Bronze Medallion for the Sidewinder Guidance and Control System in 2010.

Technicians overhaul and test the Mini-MUTES in the Mini-MUTES Branch. Other organizations involved include the Range Threat Division’s Transmitter Branch, the System Integration and Support Directorate’s Industrial Operations Facility Division, C4ISR Finishing Division, parts of the Integration Support Division, Manufacturing and Assembly Division, and System Reset and Overhaul Division.

The Production Management, Production Engineering, Business Management and Productivity Improvement and Innovation (PII) directorates also support the mission.

The Mini-MUTES is an Identify Friend or Foe tracking and training simulator that provides realistic threat signals for pilots and aircrews. The systems can replicate threats such as surface-to-air missiles, early warning radar systems, anti-aircraft artillery and airborne intercept systems.

“Shingo examiners will tour and review the entire Mini-MUTES Value Stream, beginning at the end, then work to the beginning, including the prime shop as well as industrial, engineering and production support processes,” O’Neill said.

“The examiners will also interview key employees associated with the mission,



Electronics Mechanic Brian Hydro verifies voltage measurements on the Computer Signal Distribution Panel during system electrical testing on a AN/MST-T1 (V) Mini-MUTES (Miniature Multiple Threat Emitter System). (Photo by Steve Grzezdinski)

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New approach to continuous process improvement

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THANKS

On behalf of Tobyhanna’s Veterans Council, I would like to thank depot commander Col. Charles C. Gibson, Deputy Commander Frank Zardecki, and the command group staff for allowing us to continue the tradition of having a ceremony observing National POW/MIA Recognition Day.

Additional thanks goes out to Kathy Smith, Sgt. Dawn Florence, Chaplain (Maj.) Jeffrey Brooks, Lt. James Vones and the members of the security detail, and to the Soldiers that made up the color guard detail.

A special thanks to the members of the Northeastern Chapters of Rolling Thunder and the Friends of the Forgotten, and to Joseph Sylvester for providing our featured speaker, Thomas Gaylets.

In the 10 years of hosting the National POW/MIA Day ceremony, this was the first time we were privileged to have a former prisoner of war speak at the event.

There is no way to describe the tremendous hardship Mr. Gaylets endured; we cannot thank him enough, or appreciate his sacrifices or selfless military service he gave to our great nation. Thank you for sharing these experiences with us.

Thomas Salek
Veterans Council vice president

OBITUARY

Michael J. McClernon died Sept. 28. He was 39.

A native of Monticello, N.Y., he resided in West Pittston and was a 1991 graduate of Pittston Area High School.

He began is depot career in June 2009 and was a motor vehicle operator in the Public Works Directorate’s Equipment and Supply Division.

McClernon was a Golden Gloves boxer who also liked to sing in local rock bands and fundraisers. His favorite teams were the Washington Redskins, Notre Dame and the New York Yankees.

He is survived by his wife, brother, stepfather and several other family members.



McClernon

HOW ARE WE DOING?



www.tobyhanna.army.mil

TOBYHANNA CUSTOMER SATISFACTION SURVEY

Click on the customer service link to rate depot support, services



Tobyhanna is embarking on an Enterprise Approach to Continuous Process Improvement for systems like the AN/TPQ-37 Firefinder.

Finding commonality in a ‘job shop’

by Danielle Benson
Productivity Improvement and Innovation Directorate

Tobyhanna Army Depot has come a long way since their Lean transformation started in 2003. Since the depot is a massive job shop that repairs everything from various radars to missile guidance equipment and surveillance systems, the focus has been on the value streams of individual weapons systems.

But to “Lean out” the total organization in a job shop, officials would have to find commonality among the unique differences. As a result, Tobyhanna is embarking on an Enterprise Approach to Continuous Process Improvement (CPI) starting in October.

An enterprise is a group of related products, functions or organizations that operate as one entity through the use of common processes. In other words, it means the whole business. For example, consider an automotive repair shop. Despite the fact that the shop may service hundreds of different vehicles, each vehicle follows equivalent common processes: An appointment is scheduled; the vehicle is dropped off; then serviced; and finally picked up by the customer who receives and pays the bill.

The Enterprise Approach suggests starting with a business focus on improving common processes shared among many product families, such as four-wheel drive vehicles, before working on issues that are specific to a product, such as the Ford F-150.

For a job shop, it requires turning the organization sideways, if not upside down. Before, improvement efforts focused on unique weapons systems as each passed through various operations; now the focus must be on those various operations (while looking for the commonality in those operations regardless of the specific weapons system at issue). In the garage example, it means improving the billing process regardless of whether the bill is for the repair of a Ford F-150 or a Jeep.

Tobyhanna plans to deploy the Enterprise Approach within the shelterized weapons systems product family, which represents the single largest category of the depot’s workload and will touch every directorate. The shelterized weapons systems product family is comprised

of 22 different assets, including a number of the depot’s signature radar systems, like the AN/TPQ-36 and AN/TPQ-37 Firefinders. The Enterprise Approach will start with a broad-based Rapid Improvement Event (RIE) focused on a common process. Subsequently, Tobyhanna will dedicate a process improvement specialist to each individual asset line within the shelterized systems product family to help implement the process improvements from the event; they will be responsible for making any system-specific adjustments that may be necessary for the improvements that result from the overall RIE.

The top-down Enterprise Approach has many benefits. Most importantly, it helps reduce duplication within the product family, which will, in turn, require fewer Lean events to tackle problems. Personnel will then be free to allocate their process improvement resources elsewhere.

Depot leadership is enthusiastic to begin the Enterprise Approach and ensure that all areas are on the same sheet of music. “I truly believe this is the way to go; this approach will allow us to really dig into our most challenging processes,” says George Brady, deputy director of the Production Engineering Directorate.

The first event of Tobyhanna’s Enterprise Approach occurred on Oct. 3 with the shelterized systems evaluation and inventory (E&I) process RIE.

“The objective of the event is to establish a clear E&I process — to accurately define the scope of needed repairs; communicate that information to the applicable directorates; and to take immediate action on the E&I results,” says Paul Roberts, event facilitator. “The bottom line is to mitigate any schedule impacts and I’m confident that the Enterprise Approach will help Tobyhanna achieve that goal.”

Following the E&I event, Tobyhanna will tackle other common processes such as disassembly, refinishing, reassembly and final inspections.

“This enterprise approach will challenge all of us,” said depot commander Col. Charles C. Gibson. “It will force us to look hard at some processes that represent ‘the way we’ve always done things’ and it will drive us to re-think some of our fundamental assumptions — and that’s a good thing for any organization that wants to improve.”

TOBYHANNA REPORTER

The *Tobyhanna Reporter* is an authorized, biweekly publication for members of the Department of Defense. Contents of the *Tobyhanna Reporter* are not necessarily the official views of, or endorsed by, the U.S. government, the Department of Defense or the Department of the Army.

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TEAM
TOBYHANNA
EXCELLENCE IN
ELECTRONICS



A time to remember

Tobyhanna Army Depot observed the Veterans Council's 10th annual POW/MIA (Prisoner Of War/ Missing In Action) Recognition Day on Sept. 16. About 100 depot employees attended the ceremony, which was held at the POW/MIA Memorial near The Landing. Guest speakers were Tom Gaylets, a prisoner of war during the Korean War, and depot commander Col. Charles Gibson. Clockwise from top: Gaylets, Joseph Sylvester of the Wilkes-Barre Veterans Administration Center, members of the Color Guard (courtesy of the High Tech Regional Training Site-Maintenance), Veterans Council Vice President Tom Salek (master of ceremony) and Sgt. Dawn Florence, who sang the National Anthem; Friends of the Forgotten members Don Knight (left) and George Atkinson place a wreath in memory of all POW/MIAs; Veterans Council Sergeant at Arms Joseph Lilik (left) and Rolling Thunder member Tim Davies prepare to raise a new POW/MIA flag, which is done annually. (Photos by Tony Medici)



Career Day kicks off

Tobyhanna Army Depot's Community Services Directorate will host the 3rd annual Career Day on Friday at the Hilton Scranton Hotel and Conference Center, 100 Adams Avenue, Scranton, as part of their Employee Readiness Program.

The event will feature over a dozen local businesses, colleges and services offering free employment resources and information and educational opportunities. Free seminars about federal hiring processes, successful interviewing strategies and networking opportunities will be available. Attendees will also have face-to-face time with employers and the opportunity to establish networking contacts.

Guest speakers include Kathryn Troutman, author of nine federal resume writing books, and Tracy Wade, expert in staffing, resume writing and interview preparing solutions.

Troutman will present the latest strategies for federal resume writing and give insights into USA-Jobs and Army Civilian Service (Resumix) for federal applications. Wade will teach successful interviewing strategies.

The event will take place from 10 a.m. to 3 p.m and is open to veterans, military family members, federal employees and the general public. For further information, or to register, contact Nicole Nelson of the depot's Employment Readiness Office, 570-615-8887, or nicole.nelson4@us.army.mil.

Army completes BRAC 2005 on time

WASHINGTON — At Aberdeen Proving Ground, Md., the Army spent more than \$1 billion on construction, added 2.8 million square-feet of facilities and 18 buildings, demolished 140 structures, improved nine miles of roads and upgraded electric, water and information technology infrastructure.

All the work there was part of a successful effort to complete the congressionally mandated Base Realignment and Closure 2005 legislation, and keep the Army as the premier ground fighting force on the globe.

Of course, the 2005 round of BRAC affected more than just the Soldiers and civilians at Aberdeen Proving Ground. The sweeping legislation approved in 2005 by Congress affected the entire Department of Defense (DoD). The deadline for compliance with BRAC, Sept. 15, was the same for all those affected. But of all those affected by BRAC, the Army bore the largest burden.

The Army was responsible for 47 percent of the entire DoD BRAC 2005 program. It took six years, nearly \$18 billion and the relocation of more than 250,000 Soldiers and their families along with 29,500 civilians for the Army to comply with BRAC 2005.

The relocation of that many people affected not just those who had to move, but

the communities surrounding installations as well. The BRAC efforts at APG, for instance, brought some 11 organizations there from other installations.

The Army Communications-Electronics Command, for instance, had 69 percent of its 7,200-person workforce make the move to APG from Fort Monmouth, N.J.

The senior commander at APG, Maj. Gen. Nick G. Justice, lauded local community leaders, and county and state officials for engaging and supporting the post as it renewed itself by shutting down elements and welcoming others.

"They literally went out of their way to encourage people to come down and do pre-location visits here — to Baltimore, surrounding towns, communities — [and to] look at housing and schools by providing bus service," he said.

The Army closed 12 active-component installations, one Reserve installation, and 387 National Guard Readiness and Army Reserve Centers. Additionally, the Army reduced occupancy in eight leased facilities, and returned more than 70,000 acres of property and facilities to communities, towns and states for redevelopment.

The bulk of new construction that consolidated bases took place in Maryland and Virginia, while closures in the northeast included Fort Monmouth, Fort Monroe,

Va., and Walter Reed Army Medical Center in Washington, D.C. The Army's hospital was consolidated with the National Naval Medical Center in Bethesda, Md., to become the Walter Reed National Military Medical Center.

Other BRAC Facts:

- 53 Army installations were realigned
- Nearly \$18 billion — \$13.5 billion planning, design and construction program consisting of 440 projects; \$0.3 billion to fund environmental projects; and \$3.9 billion for computers, furniture, equipment and permanent change of station moves — have freed up property, lowered financial costs and reduced the size of the work force, which makes Soldiers and civilians available for other assignments.
- Thirty BRAC actions across the command closed ammunition plants, chemical demilitarization sites, realigned depot maintenance functions and reconstituted new laboratories and administrative spaces.

The action affected one in every six AMC employees, roughly 11,000 across 25 states. AMC also consolidated into four centers of gravity at Huntsville, Ala., Rock Island, Ill., Warren, Mich., and Aberdeen Proving Ground, Md. AMC reduced its leased space by more than 235,000 square feet.



Tobyhanna Signal Depot takes shape in 1952. By 1953, the depot was open for business.

Next year marks 100-year partnership between Tobyhanna, Army; search for artifacts ongoing

Preparations are underway to observe the 100th anniversary of the Army’s arrival here in 1912. As part of this, the Tobyhanna Reporter will regularly publish historical articles and photographs. Personnel are invited to bring photos and documents related to the Army’s presence at Tobyhanna to the graphics office in Building 11. The originals will be scanned and returned. Employees must obtain supervisory approval before calling X57743 to schedule an appointment.

In the late 1940s, the Army determined it needed a permanent Signal Corps depot on the East Coast, near ports and electronics manufacturers. A Signal Corps civilian, Joseph Marinangeli, led the site search.

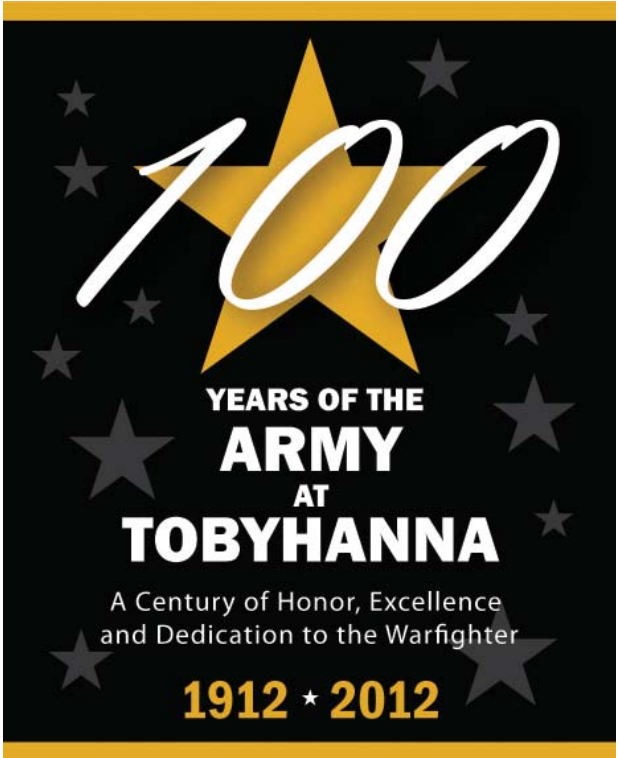
Marinangeli, a Scranton native, recalled that the Army once owned property at Tobyhanna. His survey of the site indicated it was adequate for a new depot. Tobyhanna Signal Depot was officially established in February 1953. Col. William Mack was the first commander.

Two months later, seven railcars of cable arrived from Belle Mead General Depot in New Jersey and were stored in one of two warehouses then ready for occupancy. The depot soon became the region’s largest employer, a position it still holds today.

An Army-wide reorganization in 1962 resulted in a name change to Tobyhanna Army Depot.

In June 1972, Hurricane Agnes brought devastating floods to northeastern Pennsylvania. Depot personnel and equipment were committed to the massive relief efforts throughout the region.

In 1977, the depot’s concern for the environment



was recognized with the Army Chief of Staff’s Natural Resources Conservation Award. In 1988, the first Base Closure and Realignment Commission (BRAC) recommended the transfer of workload from Lexington-Blue Grass Army Depot, Ky., to Tobyhanna.

Postal Service sets holiday mail deadlines

ALEXANDRIA, Va. — The United States Postal Service and Military Postal Service Agency have released deadlines to ensure packages arrive to military and State Department post offices overseas by Dec. 25. Deadlines to ensure arrival by Dec. 25 are Nov. 12 for parcel post mail; Nov. 26 for space-available mail; Dec. 3 for parcel airlift mail; Dec. 10 for priority mail and first-class mail, letters and cards; and Dec. 17 for express mail military service.

The Military Postal Service Agency highly encourages customers to mail packages on or before the dates for the specific mail category in order to avoid unplanned transportation delays. Not all military or State Department post offices are eligible for Express Mail Military Service therefore, customers should plan accordingly.

“Express Mail Military Service is not available for holiday packages and mail going to Iraq and Afghanistan,” said Faye Slater, the deputy director of the Military Postal Service Agency. The Military Postal Service provides mail service around the world to Department of Defense and most Department of State locations. Mail is moved on commercial and military aircraft and commercial sealift vessels to nearly 2,000 military post offices located in over 85 countries. The Adjutant General of the Army, located at the Human Resources Command, Fort Knox, Ky., is the executive director of the Military Postal Service Agency. For information on mailing deadlines and restrictions, email the Military Postal Service at: MPSA-TR@conus.army.mil.



Tom Cawley

Duty title: Electronics Technician
Directorate: Communications Systems

Tom Cawley returned from a six month deployment to Iraq in 2005 where he performed duties in support of the Warlock mission. Day-to-day responsibilities while in Iraq consisted of installing and testing Warlock radio systems. Although some days required 18 hours of work, Cawley says it was worth the extra effort. “When you were done with the work, you knew you just helped save some lives,” he said. He added that this satisfaction is the most rewarding aspect of deploying. Cawley deployed because he wanted to “stop getting ready to retire.” To anyone thinking of deploying themselves, he says, “Do it, do it. When it’s all said and done with, you’ll realize how much it means to you.”

Volunteers provide on-site support in positions around the globe. Work schedule is typically 7 days per week, 12 hours per day. Overtime pay, locality pay, holiday pay, Sunday premium, Foreign Post Differential and danger pay are all offered based on eligibility. Training opportunities are available to individuals interested in volunteering for a deployment or temporary duty assignment. Supervisory approval is required before volunteering to deploy. The following intranet link offers more information on deployment opportunities and points of contact: <http://intranet.tobyhanna.army.mil/Intranet/contacts/view.cfm?MenuID=5111>

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EXCELLENCE IN ELECTRONICS

AROUND THE DEPOT



Electronics Mechanic David Walsh performs an operational test of an AN/TRC-190 radio system for a quality inspection. Branch personnel have improved visual management within the shop by placing parts and administrative tools within easy reach of technicians in work areas, which has improved efficiency and flexibility, allowing the branch to take on more workload to meet customer needs.

Digital Group Multiplexer/Mobile Subscriber Equipment Branch
Communications Systems Directorate

Technicians Reset six different versions of the AN/TRC-190 radio terminal. Versions are customer specific, meaning they are customized based on customer needs. In addition to repairs, shelters are prepared for retrofit upgrades that tailor the systems to customer needs. Technicians will repair several TRC-190s over the next year in a continuing Reset mission for the system. Reset is the refurbishment of equipment used in Southwest Asia that is worn or damaged by increased operational tempo in harsh environments. It involves the repair and replacement of components and parts.

Photos by Tony Medici



Depot technicians implemented Lean techniques to improve efficiency of the AN/TRC-190 radio system Reset mission.

WORK SMARTER, NOT HARDER

THE LEAN EFFECT

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The branch moved to the Tactical End Item Repair Facility where Lean techniques were implemented to improve process flow and improve production.

- Work was divided into cells
- Areas were set aside to help consolidate items like racks and cleaning tools.
- Storing five- to seven-day work-in-process items allows employees to move items once, not multiple times.
- Parts and administrative tools are kept within easy reach of technicians to improve efficiency and flexibility, allowing the branch to take on more workload and meet customer needs.
- A digital production control board was installed. The board allows technicians and supervisors to see the status of items in process clearly and quickly.



Joe Ehrenhardt, electronics mechanic leader, scans final confirmation data of a completed AN/TRC-190 radio system shelter prior to shipment.



Electronics Worker Mary Uhrin test-verifies the cables of every inducted AN/TRC-190 radio system asset to assure each passes a voltage standing wave ratio test (a kind of voltage power test) using calibrated test equipment.

CAREER MILESTONE



From left, depot commander Col. Charles C. Gibson, Gerald Searfass, Robyn Metcalf, Elias Meno, Cyril Ferrance and John Jones attend the Length of Service ceremony held Sept. 28.

Five Tobyhanna employees were recognized for their years of government service during the Sept. 28 Length of Service Ceremony.

Cyril Ferrance—45 years, fabric worker, Integration Support Division, Systems Integration and Support Directorate.

John Jones — 30 years, sheet metal mechanic, C4ISR Finishing Division, Systems Integration and Support Directorate.

Elias Meno — 40 years, regional support manager, West Division, Field Logistics Support Directorate.

Robyn Metcalf—30 years, management assistant, Operations Management and Analysis Division, Production Management Directorate.

Gerald Searfass — 35 years, electronics mechanic, C3 Division, C3/Avionics Directorate.

In addition to service certificates and pins, employees with 45 years of service receive a brass-mounted engraved eagle statue and choice of an Army Crystal Decanter or Army glass decanter set.

Employees with 40 years of service receive a gold watch from the depot and a crystal eagle statue from the CECOM Life Cycle Management Command.

Employees with 35 years of service receive an engraved mantel clock.

Employees with 30 years of service receive a framed American flag that includes a photo of the depot signed by their coworkers.

Honorees who attend the Length of Service Ceremony also receive a four-hour time-off award. Depot commander Col. Charles C. Gibson presented the awards.



Employees participate in tower climbing, rescue training

From left: Electronics Mechanic Eric Scott and firefighters Steve Rice and Peter Pawchak prepare to climb the depot's 300-foot communications tower while Lead Instructor Jeremy Raskin, Safety One International, waits for them. Depot personnel participated in a training course in tower climbing and rescue held Sept. 27-28. Training, which included classroom instruction, was held to Occupational Safety and Health Administration compliance standards. Students learned proper climbing techniques to do work, and how to rescue someone who becomes incapacitated while on the tower, transfer to common lines, clear obstacles on ropes and other emergency procedures. (Photo by Steve Grzedzinski)

COMMUNITY BULLETIN

Editor's Note: The Community Bulletin provides an avenue for depot and tenant employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted.

Information must be submitted via e-mail to Jacqueline.Boucher@us.army.mil, or written items can be mailed to the Public Affairs Office, mail stop 5076.

Submissions must include a name and telephone extension. Only home phone numbers will be published in the Trading Post section. Voluntary submission of items constitutes individual's consent to publish personal information all versions of the *Tobyhanna Reporter*.

Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin.

For information, call Anthony Ricchiazzi, X57557.



VAN/CAR POOLS

Dupont, Avoca, Moosic: 2 openings, 7 a.m. to 3:30 p.m., call Janice X56269.

Wilkes-Barre: 2 openings, van, "A" placard, non-smoking, 7 a.m. to 3:30 p.m., pick up locations are the Park & Ride across from Kmart in Wilkes-Barre Township and the Park & Ride in Pittston/Dupont across from Ken Pollock Suzuki, call John Sokolowski, X57007, or Michelle Reese, X58566.

Dallas: 1 opening, van, "A" placard, 7 a.m. to 3:30 p.m., route includes Dallas, Shavertown, Luzerne and Wilkes-Barre, traveling I-81 North to I-380. Call Ralph Szalkowski, X59559 or Roy Fulkersin, X57230.

Carbondale: 2 openings, includes Jermyn, Mayfield, and Childs area, house to house pick up except in Childs where



TRADING POST

Vehicle: 1994 Jeep Cherokee, 4-wheel drive, 84,000 original miles, well maintained, no rust, aluminum wheels with new tires, new brakes, excellent winter work vehicle, \$4,200, call 563-1105.

Truck: 2010 Chevrolet Silverado 3500, 4-wheel drive, dump truck, fully loaded, Vortec 6.0L V8, 9-foot Fisher snow plow, A/C, cruise control, 7,500 miles, \$38,000, call Adam Beers, 350-6893.

Puppies: AKC Bichon puppies, \$500 each, puppies are white or white with apricot, grow to between 12 to 14 pounds, all shots are up to date, great with children, very loveable, call 842-0806 (evenings) or 351-6145 (cell).

Treadmill: Weslo 78S model, excellent condition, \$250 OBO, call Blaise 883-9981.

Snow Tires: Four Hakkapeliitta RSi, size 205/65/R15, used last winter, very low miles, \$250 OBO, pictures available upon request, call or text Jon, 991-3000.

Vehicle: 1998 Toyota Camry LE, 2.2 L, power windows, locks, sunroof, new inspection, factory serviced, maintained, clean, dependable, \$5,200, call Jeff, 876-1353.

Vehicle: 1995 Jeep Wrangler, 4 cylinder, 5-speed manual transmission, hard and soft top and doors included, brand new tires with less than 1,000 miles, brand new stereo system, satellite radio ready, was not used for off-road, asking \$3,500, call 836-5202.

Wheels, tires: 1994 Jeep Grand Cherokee OEM cast wheels, gold trim with center caps, and P225/70R15 tires mounted, fits many 1993-1998 Jeep models, one set new, \$150, four sets used in excellent condition, \$125 each, all for \$600, call Mike, 443-0545.

Vehicle: Black Infiniti FX35 AWD, power heated leather seats, backup camera, Bose premium sound, 6 disc changer, 101,450 miles, \$19,950, contact Tony, 604-6217 or tony.bartocci@gmail.com.

Camper: Pop-up, 2005 Flagstaff by Forest River, 176 SD LTD, like new condition, sleeps six, kitchen/dining area, \$3,199 OBO, call Randy, 578-5112.

Motorcycle: 2009 Kawasaki Vulcan 500, like-new, 142 miles, garage kept, \$4,500 OBO, call 233-0988 or 401-7610.

Misc items: Stihl gas trimmer, \$60; upright Hoover vacuum cleaner, \$30, call 655-8207.

Puppies: Great Dane/Mastiff/Lab mix puppies, \$50 each, born July 9, mostly black, a few have white/brown spots, grow to 50 to 100 pounds, great with children, very lovable, one male, three females, call 589-1151 or 905-3475.

WELCOME TO THE DEPOT

Name	Title	Organization
Amy Armstrong	Accountant	IRAC
Christopher Martin	Inventory management specialist	D/C3/Avionics
Sharon Colclough	Human resources specialist	CPAC
Lawrence Coyle	Sheet metal worker	D/SIS
Ngoc Dang	Lead electronics engineer	D/PE
Louis Debiasi	Equipment cleaner	D/SIS
Reinaldo Del Valle	Police officer	D/IRM
Timothy Gaines	Human resources specialist	D/CPAC
Raymond Gismondi	Materials expeditor	D/C3/Avionics
Roger Gruen	Sheet metal worker	D/SIS
Annette Higgins	Human resources specialist	D/CPAC
Allen Jones	AC equipment mechanic	D/SIS
Timothy Knecht	Painter	D/SIS
Colin Kulp	Painter worker	D/SIS
David Lyons	Equipment specialist, electronics	D/PE
Vincent Marcin	Painter	D/SIS
David Marcinkevich	Fabric worker	D/SIS
Anthony Matsell	Painter worker	D/SIS
Jennifer Osborne	Secretary	D/ISR
Deborah Scott	Management assistant	D/PW
Erin Walder	Human resources specialist	CPAC
Suzanne Willems	LMP/SAP specialist	D/PW
Michael Rosencrans	Painter	D/SIS
David Shiner	AC equipment mechanic	D/PW
Michal Silver	Wastewater treatment plant operator	D/PW

RETIREEES

Name	Retirement date	Organization
Gerald Richards	July 21	D/PII
Leonard Sabin	July 21	D/C3/Avionics
Joseph Bartush	July 30	D/SIS
Richard Ferger	July 30	D/ISR
Denise Lynott	July 30	D/PII
Walter Muroski	July 30	D/ISR
David Schneider	July 30	D/SIS
Suzanne Shuster	July 30	D/Comm Sys
Phyllis Snyder	July 30	D/Comm Sys
John Rade	July 30	D/ISR
John Peters	July 30	D/Comm Sys
Joseph Angeli	July 31	D/ISR
John Kinney	Aug. 31	D/SIS
Howard Kuntz	Aug. 31	D/SIS
Richard Snyder	Aug. 31	D/SIS
David Stevens	Aug. 31	D/SIS
Michael Crain	Sept. 2	TMDE
Wendy Miller	Sept. 2	D/PM
Clyde Beavers	Sept. 30	D/Comm Sys
Jeffery Belviy	Sept. 30	D/PM
Keith Burns	Sept. 30	D/SIS
Michael Derenick	Sept. 30	D/C3/Avionics
William Evans	Sept. 30	D/ISR
Michael Kolesar	Sept. 30	D/SIS
Leo McHugh	Sept. 30	D/SIS
Kenneth Moore	Sept. 30	D/C3/Avionics
John Roskowski	Sept. 30	D/SIS
Paul Shipman	Sept. 30	D/SIS
John Verton	Sept. 30	D/Comm Sys
Stephen Vogt	Sept. 30	D/IRM
Stephen Wilber	Sept. 30	D/C3/Avionics
Allan Ridenour	Sept. 30	D/ISR
Alfred Uzdella	Sept. 30	TMDE
Robert Gavin	Oct. 3	D/PW
Theodore Harrison	Oct. 3	D/SIS
Alexander Plonsky	Oct. 3	D/PM

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Electronics Worker Ken Taddonio routes cable harnesses inside the AN/MST-T1 (V) Mini-MUTES (Miniature - Multiple Threat Emitter System) computer enclosure in preparation for installation of Mini-MUTES components. (Photo by Steve Grzezzdzinski)

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including technicians, engineers, safety specialists, business management personnel, anybody who touches the process,” says Jenn Conrad, industrial engineering technician, Process Engineering Division, PII. “More than 350 people work on the Mini-MUTES mission across the depot.”

“The entire Mini-MUTES team has really embraced the concept of continuous improvement and implemented Lean initiatives that have resulted in significant improvements in all performance metrics,” said Bob Katulka, director of the Intelligence, Surveillance and Reconnaissance Directorate. “Their efforts are the reason we were able to nominate the Mini-MUTES for the Shingo and will be hosting the upcoming Shingo visit.”

Lean Six Sigma principles began to be applied to the Mini-MUTES production line in 2005.

By 2006, Mini-MUTES personnel, working with their customer and supplier, conducted a rapid improvement event on Critical Air Force Managed Parts. This event decreased the flow of information by five weeks and allowed for real-time data exchange between all parties.

This and other efforts paid off in 2009 when the Mini-MUTES team completed the first system below the target of 365 days.

In 2010, the Mini-MUTES team re-evaluated its goals and completed a second pass Value Stream Analysis (VSA) with a goal to incorporate the cost of fielding the system into the UFC.

“This past July, we had our third pass VSA which focused on support shop cost centers with overruns and identified the need to schedule events in those areas to try and eliminate the overruns,” said Thomas Weir, a leader in the Mini-MUTES Branch.

Other continuous process improvement ideas implemented include a palletization effort, which aids in the management of parts during inter-shop processing.

The system groups like processes to allow for an entire pallet to go through the same support shops and includes a visual management component providing a standard picture of the contents and processing instructions.

“We started palletizing like items and like processes for the IOF (Industrial Operations Facility),” Weir said. “The idea came from the IOF’s Kim Talarsky to reduce the number of pallets and at the time, hand-carried items. One example is a pallet with aluminum pieces that

needs to be sandblasted, plated and then painted. Before this initiative, multiple items would be sent or carried, increasing the number of pallets in the IOF.”

Michael McKeefery, chief of the IOF Division, said the Lean improvement that has resulted in the biggest improvement for Team IOF’s customers is, “hands down,” swim lane implementation.

“Each process in the IOF has a lane that has incoming and outgoing workload,” he explained. “It was a Team IOF suggestion to relocate the outgoing swim lane outside the IOF. This eliminated material that was done in the IOF from sitting there and it is now getting back to the shop quicker as any forklift on the depot route can take assets back to the prime shops, not just the two forklift operators dedicated to the IOF, thus allowing them to keep assets flowing within the internal processes in the IOF.

“As a former PII team member, I have seen first-hand how much of an impact removing 20 minutes of waste from a process can have,” McKeefery added.

Savings achieved from implementing Lean Six Sigma methods in the Mini-MUTES mission was \$2.8 million in fiscal year 2011 and a cost avoidance of \$1.53 million since fiscal 2005. This significant savings, coupled with a decreased repair cycle time (RCT) by 50 percent since fiscal 2004, directly results in warfighters receiving critical C4ISR systems quicker at reduced cost, O’Neill said. Average direct labor hours per system have been reduced by 30 percent since fiscal 2004.

“Lean is a cultural change and one that is sometimes a hard won battle,” said George Salitsky, deputy director of ISR. “Mini-MUTES Branch leadership took to task building that culture a long time ago. To their credit, they won over their employees early on and have been making steady gains in eliminating waste in all their processes. They are among a small group at the depot that has finished their third pass VSA. Their metrics with regard to RCT and total cost are a good reason they won a Shingo visit.”

“I am not surprised at the reductions we are seeing,” Weir said. “The shop as a whole has put a lot of time and effort into making our processes more efficient. We are adjusting our routes and bills of material to make them as accurate as possible, keeping up with Lean sustainment, and always looking at ways to improve.”



Fall Festival 2011

Tobyhanna Morale, Welfare and Recreation held its first Family Fall Fest on Sept. 24. The free-admission event was open to the public and featured a 35-vehicle classic car show, softball tournament, 5K run and more. This year's fishing derby was the largest ever, with 322 people participating. More than 400 children visited the haunted house or climbed the rock wall. Although the day started with gloomy skies, weather improved throughout the fest as about 3,000 people took part in the event. "The Community Services staff thanks all of the depot and outside organizations for their outstanding support of the Family Fall Fest," said Walter Dorosky, Director of Community Services. "Plans are already underway for next year's festival."

Photos by Tracey Condi and Tony Medici

